

Plano ISD

Employee Child Care



Why an employee child care?



- ❑ Service to PISD employees
 - ❑ Decrease in teacher absenteeism/ impact on learning
 - ❑ Recruitment/ Retention
 - ❑ Enable staff to attend meetings both before and after school without worry about young children
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Survey

- ❑ Online survey conducted by PISD Technology department
- ❑ Compiled and tabulated by the Texas Association of School Boards

TASB consultant working with PISD:
Janice Esau

Survey Highlights

- ❑ 2,117 or 30% of PISD employees answered the survey
 - ❑ Respondents surveyed have 1,765 children under the age of 5 years old.
 - ❑ Of the responders 1,022 employees either have or plan on having children in the near future
 - ❑ PISD employees would like quality low cost child care
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Employer Sponsored Child Care



- ❑ 84.94% of respondents would enroll their child in PISD sponsored child care if they were charged market rate
 - ❑ 64.57% would most likely return to work after the birth of a child if the employer provided child care
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Mildly Ill Children

- ❑ 72.87% would use PISD sponsored child care that would accommodate mildly-ill children
- ❑ 67.05% of parents responded that they miss from 1 -7 days per school year because of children being ill



Recommendations

- ❑ PISD Employees support the idea of a district-sponsored child care program
 - ❑ Opening one child care center (120 children) in 2007
 - ❑ Open second child care center one year later based on success and need
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Recommendations

- ❑ Target ages for care would be 6 weeks to kindergarten age offering all day care
 - ❑ District would provide costs to include: building, playground, utilities, and maintenance
 - ❑ Tuition would pay for child care employee salaries
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- Start up costs as recommended by TASB \$400 - \$450 per child (120 children) = \$48,000 – \$54,000
- Start up costs include: toys, rest mats, art supplies, books, and other supplies/equipment needed

Tuition Cost Guidelines

- Monthly tuition rates would be \$75 - \$150 less than market rate
 - Tuition payment would be through payroll deduction
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Tuition		Per Month
Age Group	Market Rate	PISD Proposal \$75 - \$150 Less than Market Rate
0-12 months	\$750	\$600 - \$675
12-24 months	\$700	\$550 - \$625
2 years old	\$625	\$475 - \$550
3-5 years old	\$575	\$425 - \$500

Curriculum

- ❑ Curriculum would be child centered with a strong emphasis on language and literacy development
 - ❑ A balance between child-directed and caregiver-directed activities would be used
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Employee Comments

- "There are so few "perks" to being a teacher. It would be great to know that such a great school district would provide equally excellent child care for my child."
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Employee Comments

- "I think it would be a wonderful service to provide for employees with small children. Including a "Barely Sick" program would also be helpful so that staff could come to work when their children just needed a caring environment to rest and were not seriously ill."
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Employee Comments

- "At my school, over the past couple of years, we have lost several notable teachers and counselors, because they could not find a child care program that they felt comfortable with for their children. I think it would be a strong incentive to recruit and keep existing teachers."
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Going forward!



**A journey of a
thousand miles
begins with a
single step.**

Chinese Proverb
